DOCUMENT RESUME

ED 140 718 HE 009 020

AUTHOR Graybeal, William S.
TITLE Summary of Salaries Paid in Higher Education, 1975-76. NEA Research Memo 1977-1.
INSTITUTION National Education Association, Washington, D.C. Research Div.
PUB DATE Jan 77
NOTE 6p.
AVAILABLE FROM Research Division, National Education Association, 1201 Sixteenth St. N.W., Washington, D.C. 20036

EDRS PRICE MF-$0.83 HC-$1.67 Plus Postage.
DESCRIPTORS Academic Rank (Professional); *College Faculty; Enrollment; *Geographic Distribution; Higher Education; Private Colleges; *Salaries; *Salary Differentials; State Colleges; State Universities; Statistical Analysis; Tables (Data); *Teacher Salaries; Trend Analysis

ABSTRACT

In October 1975 all institutions listed in the "Higher Education Directory" were surveyed for frequency distributions of their faculty salaries by rank. The results are summarized in tables. Salaries are given in quartiles according to faculty rank, institution type and size, and geographic region. Some observations and trend analyses are made. (MSE)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

ED140718

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

NEA RESEARCH MEMO
Research Division
National Education Association
1201 Sixteenth Street, N.W. • Washington, D.C. 20036

RESEARCH MEMO 1977-1 January 1977

SUMMARY OF SALARIES PAID IN HIGHER EDUCATION, 1975-76

THIS IS A SUMMARY REPORT of salaries paid to faculty in higher education in the 1975-76 session. In October 1975 all institutions listed in the *Higher Education Directory*, published by the National Center for Education Statistics, were requested to report frequency distributions of their faculty salaries by sex and by rank for this twelfth biennial survey.

Questionnaires were returned by 1,638 institutions, 54.7 percent of the 2,995 invited to participate. The rate of response is highest among public 4-year institutions (76.2 percent), next highest among public 2-year institutions (64.8 percent), third highest among nonpublic 4-year institutions (47.0 percent), and is lowest among nonpublic 2-year institutions (45.4 percent). Responses were received from 66.3 percent of the public and private universities and 51.0 percent of the 4-year colleges.

The response rate is higher among public universities than among public colleges, and it tends to be higher among institutions in the category of large enrollment for a given type of institution than in the categories of smaller enrollments. As a result, the number of faculty in the responding institutions represents 67.3 percent of the estimated total number of faculty in 4-year institutions (77.6 percent in public institutions and 47.2 percent in nonpublic institutions). The percents of the estimated total number of faculty represented by the number of faculty in the institutions responding to this survey are 78.1 percent in public universities, 74.6 percent in public colleges, 49.3 percent in nonpublic colleges, and 44.8 percent in nonpublic universities.

HE009020

Salaries Paid to Faculty

• The median salary paid to faculty in 4-year institutions (all ranks combined) is $16,313, up 13.5 percent above the median reported two years ago. The median salary paid to faculty in *public* 4-year institutions is $16,810, up 13.4 percent over the median two years ago. The median salary paid to faculty in *nonpublic* 4-year institutions is $14,574, up 14.6 percent over the median two years ago.

• The median salary paid to faculty in *public* 2-year institutions is $15,262, up 13.3 percent from two years ago. The median salary paid to faculty in *nonpublic* 2-year institutions is $10,212, up 8.0 percent from two years ago.

The attached tables are a summary of annual contractual salaries (excluding payments in kind for fringe benefits) for the standard academic year of two semesters, three quarters, or two terms of a trimester program. When contracts were for longer periods, the salaries were converted to a 9-month basis. However, no conversions were made for salaries for 9-10 month appointments which are paid in 10, 12, or more installments.

Included are salaries of *full-time* faculty whose major assignment is instruction, including those with released time for research; department chairpersons without other administrative titles; faculty members on sabbatical leave; and faculty members of religious orders whose salaries are paid and determined by the same principles as those which apply to lay faculty.

Institutions were requested to report faculty salaries paid or committed to be paid for the 1975-76 academic year as of October 1, 1975.

Institutions are classified as *university* and *college* on the basis of the internal organization rather than the legal title. A *university* in this summary is a complex institution with three or more graduate or professional schools. All others are *colleges*.

The states composing the regional groupings are *New England:* Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. *Mideast:* Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania. *Southeast:* Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. *Great Lakes:* Illinois, Indiana, Michigan, Ohio, Wisconsin. *Plains:* Iowa, Kansas, Minnesota,

Missouri, Nebraska, North Dakota, South Dakota. *Southwest:* Arizona, New Mexico, Oklahoma, Texas. *Rocky Mountain:* Colorado, Idaho, Montana, Utah, Wyoming. *Far West:* Alaska, California, Hawaii, Nevada, Oregon, Washington.

The quartiles provide a brief summary of the distribution of salaries paid. The first quartile (Q1) is the salary level below which the salaries of 25 percent of the persons are reported, the median is the salary level below which (and above which) the salaries of 50 percent of the persons are reported, the third quartile is the salary level below which the salaries of 75 percent of the persons are reported.

Tables 1A and 1B provide quartiles of faculty salaries by rank in 4-year institutions grouped by type and by region. Table 2 provides quartiles of faculty salaries in 2-year institutions by institutional control, region, and size of enrollment.

Prepared by
William S. Graybeal
Research Specialist

TABLE 1A.—QUARTILES OF FACULTY SALARIES PAID IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, 1975-76, BY TYPE OF INSTITUTION

Type of institution and enrollment	Total, all ranks	Professors	Associate professors	Assistant professors	Instructors and lecturers
1	2	3	4	5	6
Total all institutions					
Q3	$20,100	$25,528	$18,938	$15,385	$12,883
Median	16,313	22,218	17,142	14,069	11,418
Q1	13,642	19,354	15,527	12,753	10,198
Public universities					
10,000 or more (Stratum I)					
Q3	21,656	26,972	19,519	15,961	12,283
Median	17,628	23,324	17,787	14,542	11,719
Q1	14,660	20,558	16,355	12,374	10,446
5,000 - 9,999 (Stratum II)					
Q3	19,337	23,863	18,570	15,419	12,963
Median	16,229	21,070	17,041	14,142	11,653
Q1	13,857	18,993	15,648	13,079	10,418
Below 5,000 (Stratum III)					
Q3	20,253	25,416	19,091	15,253	12,651
Median	16,400	24,172	17,550	14,494	11,474
Q1	14,307	20,524	16,150	13,231	10,435
Nonpublic universities					
5,000 or more (Stratum IV)					
Q3	22,725	29,156	19,413	15,733	13,445
Median	17,662	24,573	17,500	14,139	11,819
Q1	14,383	21,141	16,113	12,976	10,521
Below 5,000 (Stratum V)					
Q3	19,344	24,130	18,377	14,998	12,460
Median	15,690	20,962	16,323	13,685	11,415
Q1	13,319	18,188	14,826	12,488	10,518
Public colleges					
(Stratum VI)					
Q3	18,319	24,050	18,818	15,585	13,614
Median	15,307	20,559	16,570	13,982	11,861
Q1	12,992	18,031	14,982	12,641	10,549
Nonpublic colleges					
1,000 or more (Stratum VII)					
Q3	16,341	20,851	16,430	13,772	11,785
Median	13,717	18,416	14,928	12,630	10,568
Q1	11,845	15,981	13,417	11,509	9,617
500 - 999 (Stratum VIII)					
Q3	14,855	18,280	14,801	12,646	10,950
Median	12,622	16,118	13,544	11,599	9,961
Q1	11,003	14,244	12,300	10,639	9,175
Below 500 (Stratum IX)					
Q3	14,478	17,921	14,631	12,444	10,781
Median	11,865	14,564	12,519	11,139	9,429
Q1	10,010	11,571	11,430	10,008	8,281
All universities					
Q3	20,834	25,861	19,219	15,547	13,022
Median	17,054	22,942	17,478	14,366	11,648
Q1	14,303	20,207	16,070	13,193	10,447
All colleges					
Q3	16,807	21,424	17,116	14,446	12,458
Median	14,027	18,394	15,263	12,899	10,898
Q1	11,943	15,627	13,498	11,612	9,717

TABLE 1B.—QUARTILES OF FACULTY SALARIES PAID IN INSTITUTIONS GRANTING THE 4-YEAR BACHELOR'S OR HIGHER DEGREE, 1975-76, BY REGION

Region and control	All ranks	Professors	Associate professors	Assistant professors	Instructors and lecturers
1	2	3	4	5	6
New England					
Q3	$20,677	$27,976	$19,344	$15,581	$13,505
Median	16,413	23,823	17,367	14,110	11,974
Q1	13,782	20,371	15,776	12,861	10,785
Mideast					
Q3	21,714	27,743	20,731	16,438	14,331
Median	17,470	24,248	18,776	14,789	12,489
Q1	14,237	21,373	16,758	13,372	11,020
Southeast					
Q3	17,947	22,888	17,517	14,421	11,710
Median	14,846	19,828	15,932	13,186	10,504
Q1	12,482	17,236	14,462	12,041	9,568
Great Lakes					
Q3	19,861	24,751	18,414	15,344	12,669
Median	16,348	21,795	16,942	14,124	11,430
Q1	13,845	19,440	15,621	12,983	10,189
Plains					
Q3	18,815	23,595	17,883	14,890	12,189
Median	15,436	20,678	16,250	13,566	10,975
Q1	12,866	18,181	14,699	12,262	9,959
Southwest					
Q3	19,519	24,455	18,681	15,600	12,842
Median	16,314	21,506	17,307	14,277	11,571
Q1	13,643	19,050	15,786	13,065	10,361
Rocky Mountain					
Q3	19,525	23,547	18,136	15,098	12,988
Median	16,224	20,858	16,545	13,803	11,589
Q1	13,749	18,803	15,234	12,732	10,260
Far West					
Q3	23,158	25,905	19,143	15,362	14,067
Median	18,173	25,062	17,685	14,873	12,399
Q1	15,209	21,357	16,426	13,777	11,104
Public					
Q3	20,528	25,649	19,211	15,574	13,134
Median	16,810	22,728	17,448	14,377	11,694
Q1	14,177	20,050	16,027	13,178	10,458
Nonpublic					
Q3	18,172	24,349	17,563	14,330	12,036
Median	14,574	20,194	15,634	12,912	10,680
Q1	12,207	16,686	13,706	11,599	9,550

TABLE 2.—QUARTILES OF FACULTY SALARIES PAID IN 2-YEAR INSTITUTIONS, 1975-76, BY INSTITUTIONAL CONTROL, REGION, AND SIZE OF ENROLLMENT

Control, region, and enrollment	Number of institutions	Number of faculty	Faculty salaries		
			First quartile	Median	Third quartile
1	2	3	4	5	6
PUBLIC					
Total	530	48,282	$12,401	$15,262	$19,125
New England	27	1,719	11,674	13,507	15,570
Mideast	53	7,659	14,366	17,492	20,965
Southeast	120	8,023	10,513	11,696	13,282
Great Lakes	80	7,262	13,259	15,778	18,508
Plains	64	3,574	11,491	13,436	16,009
Southwest	52	4,381	11,472	13,249	15,352
Rocky Mountain	23	1,470	11,215	12,800	14,517
Far West	111	14,194	15,858	18,922	21,909
Enrollment 2,000 or more	209	33,202	13,721	16,909	20,432
1,000-1,999	135	8,840	11,075	12,778	15,189
Below 1,000	186	6,240	10,939	12,450	14,507
NONPUBLIC					
Total	90	1,850	8,806	10,212	11,931
New England	12	278	10,383	11,603	12,787
Mideast	15	283	9,312	10,663	12,111
Southeast	31	753	8,560	9,648	10,587
Great Lakes	11	213	10,713	12,119	13,491
Plains	11	181	7,726	9,016	11,062
Southwest	6	104	9,000	10,550	12,333